

Thesis Title Job Satisfaction, Organizational and Professional
Commitment of Nurses in Songkhlanakarind Hospital

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ABSTRACT

The purposes of this survey research were to study 1) job satisfaction 2) level of organizational commitment 3) level of professional commitment 4) correlation between personnel's factors, job satisfaction, organizational and professional commitment. It was a case study at Songkhlanakarind hospital. The purposive samples were 388 nurses who practiced direct patient care during May to July, 1994. Job satisfaction was measured by Acharee Chitpakdee's questionnaire which was developed from the Index of Work Satisfaction of Stamps & Piedmonte (1986). The organizational and professional commitment were measured by Porter, et al.'s questionnaire (1974). Data were analyzed by using descriptive statistics and Pearson's correlation.

Result of the research revealed that the rank order of the importance of job satisfaction components were autonomy, professional status, pay, task requirements, interaction and organizational policies respectively. The rank order of level of job satisfaction were professional status, autonomy, interaction, task requirements, organizational policies and pay respectively. Overall it was found that nurses' job satisfaction was at medium level. The Index of Work Satisfaction was 12.18. Nurses' organizational and professional commitment were medium level. There were positive relationships between job satisfaction, organizational and professional commitment ($p < .001$).